

ROUTING AND RECORD SHEET

SUBJECT: (Optional)

Career Training Task Force Report -
May and June 1983

Executive Registry

FROM:

Chief, Career Training Task Force
626 Chamber of Commerce

EXTENSION:

NO.

DATE

8 July 1983

STAT

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TO: (Officer designation, room number, and building)

DATE

RECEIVED

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OFFICER'S INITIALS

COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)

1. Executive Secretariat
7E13 Hqs

2.

3. Executive Director
7D55 Hqs

4.

5. DDCI
7D6011 Hqs

27 JUL 1983

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7. C/CTTF

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P 113A

DCI
EXEC
REG

8 July 1983

MEMORANDUM FOR: Deputy Director of Central Intelligence

VIA : Executive Director

FROM :
Chief, Career Training Task Force

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SUBJECT : Career Training Task Force Report --
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1. The expanded effort to recruit CTs is now fully operational, in the sense that we should now be able to meet the CT entry on duty goals. The bureaucratic machinery necessary to find, screen and process the number of high quality young officers we seek is established. Coordination with the integral components of this process -- the Office of Personnel, the Office of Medical Services and the Office of Security -- is efficient and free of significant problems. The processing mechanism has been refined to the extent that the time necessary to bring CT applicants from initial testing to full clearance for entry on duty is now commonly dropping below six months.

2. New initiatives promise to enhance our recruiting efforts and further diminish the time spent processing applicants. The most significant of these during the period of May and June are the following:

-- Oral agreement has been given in principle by the Assistant Secretary for Manpower, Reserve Affairs and Logistics to permit us to have access to resigning military officers who match our CT qualification criteria. An effort is underway to build a mechanism which will allow us to exploit this resource pool.

-- The PATB is being given with greater frequency to larger numbers of CT applicants. We are still working toward getting PATB scores in an always timely way. Moving this screen to the beginning of CT applicant processing is saving hundreds of needlessly spent man hours.

-- We are actively trying to recruit future CTs from within the Graduate Fellow group working in the Agency this summer. PATB testing of a small number of this group who have expressed an interest in the CT Program is underway.

3. Also having a beneficial effect on our CT recruitment effort is the increasing number of referrals we are receiving from the now several hundred persons in Academia who are willing to assist us. During May and June 17 students were referred to us by individuals in our Academic Associates Program.

C O N F I D E N T I A L

(In a continuing effort to build that program further we contacted 70 faculty members at 28 universities during May and June.)

4. As we now reach a point of promise for reaching established CT recruitment goals we have a responsibility to an increasing number of people in Academia and the Department of Defense to whom we have said we have an urgent and continuing need for help, while seeking their assistance. That cannot appear to have been a capricious request. Inevitably, the time will come to decelerate our recruitment efforts. Ideally, that will be done slowly, over a period of time. Otherwise, damage could result which would adversely affect CT recruitment efforts for some time thereafter.

5. The recruitment mechanism is functioning well. It can function better. We will seek to have it do so by fine-tuning it. As we do so we should be able to improve the quality of incoming CTs, which has been and remains high, without significantly reducing the number of CT's being brought in. By so doing we can assure that those entering the CT Program in the near future will represent the highest level of potential long term career excellence of any group within the Agency.

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Don't stop yet.